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Initial Decision Framework for the Implementation of Virtual Teams

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Citation Details

Murray, Duane; Pinkerton, Jeffrey; Sirimongkarakorn, Yaya; Thawab, Mohammed; and Zaid, Mohammed, "Initial Decision Framework for the Implementation of Virtual Teams" (2020). *Engineering and Technology Management Student Projects*. 2297.

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Title: Initial Decision Framework for the Implementation of Virtual Teams

Course Title: Communication and Team Building

Course Number: ETM 522

Instructor: Dr. Charles Weber

Term: Fall

Year: 2020

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Report No.:

Type:

Note:

Student Project

Abstract

Virtual teams have been used in varying degrees by organizations over the last several decades. The COVID-19 pandemic has required organizations to increase their use of virtual teams for survival. This increase has placed the positive and negative aspects of working within this virtual paradigm into the spotlight, requiring organizational management and employees to adapt abruptly. This has led to individuals adopting sets of technical tools for communicating and working together in a virtual environment. Identifying and examining the critical perspectives and components for virtual team success, this paper seeks to initiate a framework to help an organization decide if the use of virtual teams are productive for use within its business model.